



ABC BARGAINING 2019

OUR ASSESSMENT OF THE PROPOSED ONE YEAR OFFER

Did you know that the CPSU proposed a one-year agreement with a 2% pay increase and no cuts to your conditions to ABC management, both before and after the federal election, and both times they refused?

Instead they have invested considerable resources pursuing a 1.7% offer and mean-spirited cuts to your current conditions. **The CPSU cannot recommend this.**



PAY

1.7% is well below recognised CPI benchmarks set by the Fair Work Commission, the Remuneration Tribunal and the Reserve Bank of Australia. 2% pay rises were given in Channel 7, NewsCorp and Fairfax.



REDUNDANCY

ABC managers are proposing to again have **complete discretion** to select individuals for redundancy. Your only clear and legally enforceable rights about how managers select people for redundancy will be scrapped from your new agreement.



RECRUITMENT

Increased management discretion to directly appoint people to ABC job vacancies without needing to advertise them.



MISCONDUCT

New management rights regarding how and if an independent investigation will occur and if the ABC will provide employees accused of misconduct with all relevant evidence.



AGREEMENT DURATION

Using ABC resources to pursue a 12 month agreement is inefficient and financially questionable when we will need to start the whole bargaining process again in six months.



NOTIFYING CONTRACT WORKERS OF THEIR RIGHT TO REQUEST ONGOING EMPLOYMENT

Although fixed term, specified task and casual employees already have a legal right to "request" conversion to ongoing, we support new clauses that require the ABC to notify these employees of this right. **The right to request is not a right to be converted to ongoing.**



THE INCLUSION OF DIVERSITY AND INCLUSION PRINCIPLES IN THE AGREEMENT AND ASSOCIATED IMPROVEMENTS TO LEAVE PROVISIONS

We support management's proposed changes to foster diversity and inclusion in the workplace including Gender Transition Leave and extending paid parental leave eligibility to employees having a child through adoption, surrogacy or long-term foster care.



'M' APPRAISAL RATINGS FOR EMPLOYEES RETURNING TO WORK FROM PARENTAL LEAVE OR LONG-TERM SICK LEAVE

Employees coming back from parental leave or long-term illness of greater than 6 months to get a performance appraisal outcome (a "Meets" rating will be applied). We support this change.

WHAT ABC MANAGEMENT HAS SAID NO TO:

ABC management have also said NO to giving you the following in your new agreement:

- X** NO – to a 1-year rollover agreement with 2% pay increase
- X** NO - to transparent recruitment advertising
- X** NO - to calling for EOIs for Voluntary Redundancy prior to pursuing forced redundancies
- X** NO – to keeping your legally enforceable redundancy rights for pools selection and VR EOIs
- X** NO – to a new clause addressing regional pay parity
- X** NO - to transparent Gender Pay reporting
- X** NO – to employees being involved in the development of their job plans

**WANT A BETTER DEAL?
VOTE NO AND JOIN THE CPSU.**
Join online at cpsu.org.au or fill in the form overleaf.

CPSU membership form 2019/20

I want to join the CPSU Note: To be financial a member must have paid all subscriptions and all other amounts owed within 30 days of them becoming due. In order to resign a member must give two weeks' notice, in writing, to the union.

OR

I want to update my membership details

Please complete your personal details...

LAST NAME DEPARTMENT, AGENCY OR COMPANY

FIRST NAME BRANCH, SECTION OR TEAM

MIDDLE NAME

DATE OF BIRTH

MALE FEMALE DIFFERENT IDENTITY

ARE YOU ABORIGINAL OR TORRES STRAIT ISLANDER? YES

HOME ADDRESS PHYSICAL WORK ADDRESS

UNIT NO BUILDING AND FLOOR

POSTCODE

PREFERRED MOBILE OTHER MOBILE

PREFERRED EMAIL

OTHER EMAIL

TO ENSURE YOUR UNION FEES ARE DEDUCTED AT THE CORRECT RATE, PLEASE SPECIFY YOUR ANNUAL SALARY

ARE YOU EMPLOYED AS...?
 ONGOING/PERMANENT
 NON-ONGOING/TEMPORARY
 CASUAL
 INDEPENDENT CONTRACTOR
 LABOUR HIRE

DO YOU WORK...?
 FULL TIME
 PART TIME
 IRREGULAR

SIGNATURE DATE

How would you prefer to pay?

Option 1: Direct Debit

Fill in and return the following details to arrange regular ongoing deductions from your bank or credit union.

I/we request the Community and Public Sector Union (user ID 2619) to arrange for funds to be debited from my/our account at the financial institution shown below according to the schedule shown below.

ACCOUNT NAME/S

NAME OF YOUR FINANCIAL INSTITUTION

BSB NUMBER ACCOUNT NUMBER

AMOUNT DATE

SIGNATURE/S

Direct debit rates

TIER	SALARY RANGE	DIRECT DEBIT PER FORTNIGHT
1	\$10,000 – \$24,999	\$10.15
2	\$25,000 – \$39,999	\$18.75
3	\$40,000 – \$59,999	\$26.05
4	\$60,000 – \$79,999	\$29.60
5	\$80,000 – \$99,999	\$32.15
6	\$100,000 +	\$34.65

Rates include GST, current from 1 July

Option 2: Direct Credit Card

Simply complete the details below or call 1300 137 636 to arrange ongoing regular credit card deductions.

CARD HOLDER NAME

CARD NUMBER

EXPIRY DATE CARD TYPE MASTERCARD VISA AMEX

AMOUNT MONTHLY HALF-YEARLY
 QUARTERLY YEARLY

DATE

SIGNATURE/S

Credit card rates

TIER	SALARY RANGE	MONTHLY	QUARTERLY	HALF-YEARLY	YEARLY
1	\$10,000 – \$24,999	\$22.00	\$64.35	\$125.35	\$237.50
2	\$25,000 – \$39,999	\$40.65	\$118.85	\$231.55	\$438.75
3	\$40,000 – \$59,999	\$56.45	\$165.10	\$321.70	\$609.55
4	\$60,000 – \$79,999	\$64.15	\$187.60	\$365.55	\$692.65
5	\$80,000 – \$99,999	\$69.65	\$203.80	\$397.05	\$752.30
6	\$100,000 +	\$75.10	\$219.60	\$427.95	\$810.80

Rates include GST, current from 1 July

Join online
web.cpsu.org.au/join

Return this form...

Post **CPSU**
Level 6
191 Thomas Street
Haymarket NSW 2000

Fax **1300 137 646**

Privacy information

The CPSU collects members' personal information for:

- campaigning and representation
- provision of membership benefits and services
- membership administration.

Signing the membership form indicates your consent to the above.

The CPSU's full privacy policy, including information on use, disclosure, security, access and correction and complaints, is available on our website at www.cpsu.org.au or by calling us on 1300 137 636.

About direct debit

CUSTOMER DIRECT DEBIT REQUEST SERVICE AGREEMENT

This document outlines our service commitment to you, in respect of the Direct Debit Request (DDR) arrangements made between CPSU - PSU Group (User ID 002619) and you. It sets out your rights, our commitment to you and your responsibilities to us together with where you should go for assistance.

INITIAL TERMS OF THE ARRANGEMENT

In terms of the Direct Debit Request arrangements made between us and signed by you, we undertake to periodically debit your nominated account for the agreed amount for membership subscriptions/contributions.

DRAWING ARRANGEMENTS

- The first drawing under this Direct Debit arrangement will occur within 14 days.
- We will give you at least 14 days notice by way of email correspondence when changes to the initial terms of the arrangement are made. This notice will state the new amount and any other changes to the initial terms.
- If you wish to discuss any changes to the initial terms, please contact the Members Service Centre team by phone on 1300 137 636 or by email via members@cpsu.org.au

YOUR COMMITMENT TO US

- It is your responsibility to ensure:
- that your nominated account can accept direct debits (your financial institution can confirm this); and
 - that on the drawing date there is sufficient cleared funds in the nominated account; and
 - that you advise us if the nominated account is transferred or closed.

If your drawing is returned or dishonoured by your financial institution, we will attempt to contact you to arrange payment of any outstanding membership subscriptions. A returned or dishonoured payment does not constitute termination of this agreement.

YOUR RIGHTS

Changes to the arrangement

If you want to make changes to the drawing arrangements, contact the Members Service Centre team by phone on 1300 137 636 or by email via members@cpsu.org.au

These changes may include:

- advising us of new bank account details
- deferring the drawing; or
- stopping an individual debit; or
- suspending the DDR; or
- cancelling the DDR completely.

Enquiries

Direct all enquiries to us, rather than to your financial institution, and these should be made at least 5 working days prior to the next scheduled drawing date. All communication addressed to us should include your full name, membership number and contact phone number.

All personal information held by us will be kept confidential except that information provided to our financial institution to initiate the drawing to your nominated account.

Disputes

If you believe that a drawing has been initiated incorrectly, we encourage you to take the matter up directly with us by contacting the Members Service Centre team by phone on 1300 137 636 (8am to 8pm Monday to Friday) or by email via members@cpsu.org.au

- if you do not receive a satisfactory response from us to your dispute, contact your financial institution who will respond to you with an answer to your claim;
 - within 5 business days (for claims lodged within 12 months of the disputed drawing); or
 - within 30 business days (for claims lodged more than 12 months after the disputed drawing)
 - You will receive a refund of the drawing amount if we can not substantiate the reason for the drawing.
- Note: Your financial institution will ask you to contact us to resolve your disputed drawing prior to involving them.

OFFICE USE ONLY

WID:

If you have any questions about union membership, please contact the CPSU

- 1300 137 636
- www.cpsu.org.au
- members@cpsu.org.au
- twitter.com/CPSUnion
- facebook.com/CPSUnion